CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - SOLID WASTE

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Solid Waste

Not Engaged (23%) Somewhat Engaged (45%) Fully Engaged (32%) Response count: 22

Are you...

1. Male

Not Engaged (23%) Somewhat Engaged (45%) Fully Engaged (32%) Response count: 22

What is your current age?

B. 20 to 24

Not Available - There are not 10 or more responses for this group.

C. 25 to 34

Not Available - There are not 10 or more responses for this group.

D. 35 to 44

Not Engaged (0%) Somewhat Engaged (50%) Fully Engaged (50%) Response count: 10

E. 45 to 54

Not Available - There are not 10 or more responses for this group.

F. 55 to 64

Not Available - There are not 10 or more responses for this group.

G. 65 or over

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

7. White

Not Engaged (23%) Somewhat Engaged (45%) Fully Engaged (32%) Response count: 22

Years of Service

B. 6 Months to 1 Year

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years

Not Available - There are not 10 or more responses for this group.

D. 3 to 5 Years

Not Available - There are not 10 or more responses for this group.

E. 5 to 10 Years

Not Available - There are not 10 or more responses for this group.

F. 10 to 20 Years

Not Available - There are not 10 or more responses for this group.

G. 20 Years or More

Not Available - There are not 10 or more responses for this group.

What is your role?

1. Employee: You do not supervise other employees

Not Engaged (28%) Somewhat Engaged (50%) Fully Engaged (22%) Response count: 18

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No

Not Engaged (13%) Somewhat Engaged (54%) Fully Engaged (33%) Response count: 15

2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

3. Yes, to pursue a position in another department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)

Not Available - There are not 10 or more responses for this group.

5. Yes, to pursue a position outside government (e.g., in a private sector company)

Not Available - There are not 10 or more responses for this group.

6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

Stay or Leave

1. Stay

Not Engaged (13%) Somewhat Engaged (54%) Fully Engaged (33%) Response count: 15

2. Leave

Not Available - There are not 10 or more responses for this group.

Age Group

A. 34 or under

Not Available - There are not 10 or more responses for this group.

B. 35 to 64

Not Engaged (16%) Somewhat Engaged (47%) Fully Engaged (37%) Response count: 19

C. 65 or older

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

2. White

Not Engaged (23%) Somewhat Engaged (45%) Fully Engaged (32%) Response count: 22

Department

Solid Waste

Not Engaged (23%) Somewhat Engaged (45%) Fully Engaged (32%) Response count: 22

Division

Collections

Not Engaged (22%) Somewhat Engaged (56%) Fully Engaged (22%) Response count: 18

Landfill

Not Available - There are not 10 or more responses for this group.

Solid Waste - Other

Not Available - There are not 10 or more responses for this group.

Employee Status Code

FT

Not Engaged (24%) Somewhat Engaged (43%) Fully Engaged (33%) Response count: 21

T2 or T3

Not Available - There are not 10 or more responses for this group.